

### Pay Code Set Name: Statewide Pay Code Set

#	Pay Code	Pay Code Description	When to utilize
1	ANNLV	ANNUAL LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK AND CHARGES IT TO ANNUAL LEAVE. DECREASES THE EMPLOYEE'S ANNUAL LEAVE BALANCE.
2	AVAIL	RESPONDS FROM AVAILABLE LIST @ STRAIGHT TIME	A NON-EXEMPT EMPLOYEE WHO RESPONDS TO A CALL AND HAS NOT BEEN CALLED BACK (CLLBO), NOT IN ON-CALL (RCALL) STATUS NOR IS ON STANDBY (STDBY). THEY ARE COMPENSATED FOR HOURS ACTUALLY WORKED WHEN RESPONDING AND SHALL BE GUARANTEED A MINIMUM OF ONE (1) HOUR OF COMPENSATION PER OCCURRENCE EXCEPT FOR SUBSEQUENT OCCURRENCES WITH THE ONE (1) HOUR MINIMUM.
3	CIVIL	CIVIL LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK AND CHARGES IT TO CIVIL LEAVE, SUCH AS JURY DUTY. SINCE AN EMPLOYEE MAY TAKE AN UNLIMITED AMOUNT OF CIVIL LEAVE, CIVIL LEAVE BALANCES ARE NOT MAINTAINED; ONLY USAGES ARE TRACKED.
4	CLLBO	CALL BACK PAY 1.5	PAY FOR NON-EXEMPT EMPLOYEES CALLED BACK TO HIS/HER PLACE OF WORK OR OTHER SITE AWAY FROM HIS/HER HOME WITHOUT PRIOR NOTICE ON THE SAME DAY AFTER ONCE LEAVING WORK. THERE IS A GUARANTEED MINIMUM OF THREE (3) HOURS. THE ACTUAL HOURS WORKED INCLUDES TRAVEL TIME FROM HOME TO THE WORKSITE AND SHOULD BE ENTERED ON THE TIMECARD. THE RATE IS AT TIME AND ONE HALF. THIS CODE IS VALID FOR ALL EXCEPT THE ACADEMIC, UNCLASSIFIED AND NON-CLASSIFIED EMPLOYEES. EXEMPT EMPLOYEES RECEIVE STRAIGHT TIME (NOT TIME AND ONE HALF). THIS PAYCODE HAS BEEN CONFIGURED TO PAY THE 3 HOUR MIN.
5	CMPMA	COMPENSATION LEAVE EARNED	COMPENSATORY TIME EARNED FOR HOURS WORKED AT STRAIGHT TIME. THIS WOULD BE USED BY EMPLOYEES WHOSE NORMAL WORK WEEK IS 37.5 HOURS FOR THE 2.5 HOURS BEFORE 40 HOURS WHICH WOULD THEN BE ELIGIBLE FOR COMPENSATORY TIME ACCRUAL AT TIME AND ONE-HALF.
6	COMP	COMPENSATION LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK AND CHARGES IT TO COMPENSATORY LEAVE. DECREASES THE EMPLOYEE'S COMPENSATORY LEAVE BALANCE.
7	CP15	COMPENSATORY TIME EARNED 1.5	COMPENSATORY TIME EARNED FOR HOURS WORKED OVER 40 HOURS PER WEEK AND FOR TIME WORKED ON A HOLIDAY. THE TIME ACCRUED IS AT TIME AND ONE-HALF AND IS VALID FOR ALL EXCEPT ACADEMIC AND UNCLASSIFIED EMPLOYEES.

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8	DISRE	DISASTER RELIEF SERVICES	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK AND CHARGES IT TO DISASTER RELIEF LEAVE. ONLY USAGES ARE TRACKED. VALID FOR CERTIFIED DISASTER RELIEF SERVICE VOLUNTEERS OF THE AMERICAN RED CROSS.
9	FLAN	FMLA ANNUAL	ANNUAL LEAVE MAY BE USED FOR QUALIFYING FMLA EVENTS AFTER ALL OTHER REQUIRED LEAVES HAVE BEEN USED. THIS INCLUDES MILITARY CAREGIVER LEAVE AND LEAVE FOR MILITARY QUALIFYING EXIGENCIES. FMLA DEPLETES THE EMPLOYEE'S AVAILABLE ANNUAL LEAVE BALANCE. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
10	FLAS	FMLA SICK	EMPLOYEE IS REQUIRED TO USE ACCRUED SICK LEAVE FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION. MOTHERS AND FATHERS MAY USE UP TO 12 WEEKS OF SICK LEAVE IMMEDIATELY FOLLOWING THE ADOPTION OR BIRTH OF A HEALTHY CHILD. FMLS MAY NOT BE USED IN CONJUNCTION WITH FOSTER CARE PLACEMENT. FMLS DEPLETES THE EMPLOYEE'S AVAILABLE SICK LEAVE BALANCE. USAGE OF THIS LEAVE WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
11	FLCU	FMLA COMPENSATORY USAGE	EMPLOYEES ARE REQUIRED TO USE FMLA COMPENSATORY TIME FOR ANY QUALIFYING FMLA LEAVE AFTER ALL OTHER REQUIRED LEAVES HAVE BEEN EXHAUSTED, AND BEFORE ANY OPTIONAL LEAVES (ANNUAL, BONUS, FLOATING HOLIDAY OR UNPAID LEAVE) MAY BE TAKEN. THIS INCLUDES MILITARY CAREGIVER LEAVE AND LEAVE FOR MILITARY QUALIFYING EXIGENCIES. FMCT DEPLETES THE EMPLOYEE'S AVAILABLE COMPENSATORY LEAVE BALANCE. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
12	FLFH	FMLA FLOATING HOLIDAY	FLOATING HOLIDAYS MAY BE USED FOR QUALIFYING FMLA EVENTS AFTER ALL OTHER REQUIRED LEAVES HAVE BEEN USED. THIS INCLUDES MILITARY CAREGIVER LEAVE AND LEAVE FOR MILITARY QUALIFYING EXIGENCIES. FMFH MUST BE USED IN FULL DAYS. FMFH DEPLETES THE EMPLOYEE'S AVAILABLE FLOATING HOLIDAY BALANCE. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.

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13	FLMB	FMLA FY-BONUS	BONUS LEAVE MAY BE USED FOR QUALIFYING FMLA EVENTS AFTER ALL OTHER REQUIRED LEAVES HAVE BEEN USED. THIS INCLUDES MILITARY CAREGIVER LEAVE AND LEAVE FOR MILITARY QUALIFYING EXIGENCIES. FMLB DEPLETES THE EMPLOYEE'S AVAILABLE BONUS LEAVE BALANCE, BEGINNING WITH FISCAL YEAR BONUS, THEN "OLD" BONUS. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
14	FLOAT	FLOATING HOLIDAY LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK AND CHARGES IT TO FLOAT LEAVE. DECREASES THE EMPLOYEE'S FLOAT LEAVE BALANCE. TO BE USED IN FULL DAY INCREMENTS ONLY.
15	FLSD	FMLA SICK DEPENDENT	EMPLOYEE IS REQUIRED TO USE SICK-D LEAVE FOR THE CARE OF A SERIOUSLY ILL SPOUSE, CHILD OR PARENT, INCLUDING MILITARY CAREGIVER LEAVE. ONLY 5 DAYS OF DEPENDENT SICK CAN BE USED IN ANY FISCAL YEAR. FMSD DEPLETES THE EMPLOYEE'S AVAILABLE SICK LEAVE BALANCE. USAGE OF THIS LEAVE WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
16	FLSM	FMLA SICK MEDICAL LEAVE USED	EMPLOYEE IS REQUIRED TO USE SICK-M LEAVE AFTER SICK-D IS DEPLETED FOR THE CARE OF A SERIOUSLY ILL SPOUSE, CHILD OR PARENT, INCLUDING MILITARY CAREGIVER LEAVE. ONLY 15 DAYS OF SICK MEDICAL CAN BE USED IN ANY FISCAL YEAR. FMSS DEPLETES THE EMPLOYEE'S AVAILABLE SICK LEAVE BALANCE. USAGE OF THIS LEAVE WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
17	FLSS	FMLA SUPPLEMENT SICK	THIS CODE IS USED TO RECORD SUPPLEMENTAL SICK LEAVE USAGE IN CONJUNCTION WITH AN EMPLOYEE'S QUALIFYING FMLA LEAVE. FMSS IS DEPENDENT UPON THE AMOUNT OF SICK LEAVE DONATIONS AND THE NUMBER OF HOURS THAT HAVE BEEN APPROVED FOR USAGE. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
18	FLSS	FMLA WITH SUPPLEMENTAL SICK LEAVE	THIS CODE IS USED TO RECORD SUPPLEMENTAL SICK LEAVE USAGE IN CONJUNCTION WITH AN EMPLOYEE'S QUALIFYING FMLA LEAVE. FMSS IS DEPENDENT UPON THE AMOUNT OF SICK LEAVE DONATIONS AND THE NUMBER OF HOURS THAT HAVE BEEN APPROVED FOR USAGE. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.

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19	FMPH	FMLA PAID HOLIDAY	USED WHEN AN EMPLOYEE IS ON AN EXTENDED QUALIFYING FMLA LEAVE, INCLUDING MILITARY CAREGIVER AND QUALIFYING EXIGENCY LEAVE, AND IS ELIGIBLE TO BE PAID FOR A HOLIDAY NOT WORKED BECAUSE THE EMPLOYEE IS ON PAY STATUS THE DAY BEFORE AND THE DAY AFTER THE HOLIDAY. THIS IS COUNTED TOWARDS THE EMPLOYEE'S FMLA ALLOWANCE. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
20	FMUL	FMLA UNPAID LEAVE	EMPLOYEES MAY TAKE UNPAID LEAVE FOR QUALIFYING FMLA EVENTS AFTER ALL OTHER REQUIRED LEAVES HAVE BEEN USED. THIS INCLUDES MILITARY CAREGIVER LEAVE AND LEAVE FOR MILITARY QUALIFYING EXIGENCIES. BECAUSE UNPAID LEAVE IS NOT ACCRUED, IT DOES NOT DEplete ANY BALANCE. WHEN TAKEN FOR AN APPROVED FMLA EVENT, IT WILL NOT ADVANCE THE EMPLOYEE'S SENIORITY DATE; HOWEVER IT WILL ADVANCE THE EMPLOYEE INCREMENT AND LEAVE ACCRUAL DATES. USAGE OF THIS LEAVE WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
21	FMUN	FMLA UNPAID HOLIDAY	USED WHEN AN EMPLOYEE IS ON AN EXTENDED QUALIFYING FMLA LEAVE, INCLUDING MILITARY CAREGIVER AND QUALIFYING EXIGENCY LEAVE, AND IS NOT ELIGIBLE TO RECEIVE HOLIDAY PAY BECAUSE THE EMPLOYEE IS NOT IN PAID STATUS THE DAY BEFORE AND THE DAY AFTER THE HOLIDAY. THIS IS COUNTED TOWARDS THE EMPLOYEE'S 12 WEEK FMLA ALLOWANCE HOWEVER; THE EMPLOYEE IS NOT ELIGIBLE FOR PAYMENT. LEAVE TAKEN FOR THE EMPLOYEE'S OWN SERIOUS HEALTH CONDITION WILL BE INCLUDED IN CALCULATING ELIGIBILITY FOR FISCAL YEAR BONUS.
22	FYBNS	FISCAL YEAR BONUS LEAVE USAGE	THIS CODE IS FOR FISCAL YEAR BONUS LEAVE OR GRANDFATHERED BONUS LEAVE USAGE. THE BALANCE IS REDUCED FROM FISCAL YEAR BONUS BALANCE UNTIL DEPLETED THEN REDUCED FROM GRANDFATHERED BONUS BALANCE IF THE EMPLOYEE HAS A GRANDFATHERED BONUS BALANCE.
23	HCPA	HOLIDAY COMP TIME EARNED AT STRAIGHT (FORMERLY NOT NOTED AT STRAIGHT)	USED WHEN AN EMPLOYEE CHOICES TO ACCRUE COMPENSATORY TIME AT A STRAIGHT RATE IN LIEU OF MONETARY COMPENSATION WHEN NOT WORKING ON A HOLIDAY.
24	HCOMP	HOLIDAY COMP LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK AND CHARGES IT TO HOLIDAY COMPENSATORY LEAVE. DECREASES THE EMPLOYEE'S COMPENSATORY LEAVE BALANCE.

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25	HLD19	HOLIDAY PAY STRAIGHT FLEX SCHD	USED BY AN EMPLOYEE WHO WORKS OTHER THAN A MONDAY THROUGH FRIDAY SCHEDULE AND WHO IS NOT SCHEDULED TO WORK ON A CALENDAR HOLIDAY. THE RATE IS AT STRAIGHT TIME. THIS CODE SHOULD BE USED BY AGENCIES THAT HAVE HOLIDAY BUDGETED IN CLASS 019.
26	HLDAY	HOLIDAY PAY 1.5 WORKED FT	USED TO PAY A FULL-TIME EMPLOYEE FOR WORKING ON A HOLIDAY. THE NUMBER OF HOURS WORKED SHOULD BE ENTERED. THE RATE IS AT ONE AND ONE-HALF TIMES. THIS CODE SHOULD BE USED BY LAW ENFORCEMENT EMPLOYEES.
27	HLDNS	HOLIDAY PAY STRAIGHT PT	USED BY A PART-TIME EMPLOYEE WHEN THEY WORK THE DAY BEFORE AND THE DAY AFTER THE HOLIDAY, BUT DID NOT WORK THE HOLIDAY. THE RATE IS AT STRAIGHT TIME.
28	HLDPT	HOLIDAY PAY 1.5 WORKED PT	USED TO PAY A PART-TIME EMPLOYEE FOR WORKING ON A HOLIDAY. THE NUMBER OF HOURS WORKED SHOULD BE ENTERED. THE RATE IS AT TIME AND ONE-HALF.
29	HLDY	HOLIDAY GIVEN OFF (FORMERLY NOT WORKED)	DAY OFF GIVEN FOR THE HOLIDAY. USED WHEN AN EMPLOYEE DOES NOT WORK ON THE HOLIDAY BUT WILL BE PAID FOR THE HOLIDAY AT THEIR REGULAR RATE.
30	LWOPP	LEAVE WITHOUT PAY PERSONAL	USED WHEN AN EMPLOYEE TAKES A PERSONAL LEAVE OF ABSENCE WITHOUT PAY. NO LEAVE BALANCES ARE DECREASED ONLY USAGES ARE TRACKED.
31	LWOPS	LEAVE WITHOUT PAY SICK	USED WHEN AN EMPLOYEE HAS NO SICK LEAVE BALANCES, AND MUST TAKE A LEAVE OF ABSENCE WITHOUT PAY. NO LEAVE BALANCES ARE DECREASED ONLY USAGES ARE TRACKED.
32	MLTRY	MILITARY LEAVE USAGE	ANY FULL-TIME EMPLOYEE OF THE STATE WHO IS A MEMBER OF THE NATIONAL GUARD OR OF A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES SHALL BE ENTITLED TO MILITARY LEAVE WHEN SUCH DUTY IS IN CONFLICT WITH THE EMPLOYEE'S REGULAR WORK SCHEDULE. THE EMPLOYEE IS ENTITLED TO 15 DAYS OF PAID MILITARY LEAVE PER TRAINING YEAR TO ENGAGE IN TEMPORARY ACTIVE DUTY.
33	MLWP	MILITARY LEAVE WITHOUT PAY	ANY FULL-TIME EMPLOYEE OF THE STATE WHO IS A MEMBER OF THE NATIONAL GUARD OR OF A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES SHALL BE ENTITLED TO MILITARY LEAVE WITHOUT PAY WHEN SUCH DUTY IS IN COFLICT WITH THE EMPLOYEE'S REGULAR WORK SCHEDULE AND EXCEEDS THE 15 DAYS OF ELIGIBLE PAID MILITARY LEAVE. THE EMPLOYEE IS ENTITLED TO MILITARY LEAVE WITHOUT PAY.

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34	NRSFT	SHIFT DIFF. NOT ASSIGNED	PAY FOR TIME WORKED COMMENCING ANY TIME AT/OR AFTER 2:00 P.M. OR BEFORE 7:00 P.M. WILL BE CALCULATED WITH SECOND SHIFT DIFFERENTIAL RATE (\$.60). <b>PLEASE SEE SEPARATE PAY CODE SPREADSHEET FOR NURSING SHIFT DIFFERENTIAL PAY CODES FOR THOSE IN PAY POLICY GROUP N130.</b>
35	ONCAL	CALL BACK PAY @ STRAIGHT TIME	PAY FOR EXEMPT EMPLOYEES CALLED BACK TO HIS/HER PLACE OF WORK OR OTHER SITE AWAY FROM HIS/HER HOME WITHOUT PRIOR NOTICE ON THE SAME DAY AFTER ONCE LEAVING WORK. THERE IS A GUARANTEED MINIMUM OF THREE (3) HOURS. THE ACTUAL HOURS WORKED INCLUDES TRAVEL TIME FROM HOME TO THE WORKSITE AND SHOULD BE ENTERED ON THE TIMECARD. THE RATE IS AT STRAIGHT TIME. THIS CODE IS VALID FOR ALL EXCEPT THE ACADEMIC, UNCLASSIFIED, AND NON-CLASSIFIED EMPLOYEES. NON-EXEMPT EMPLOYEES RECEIVE TIME AND ONE HALF.
36	ONCLR	ON-CALL RESPONSE VIA TELEPHONE @ STRAIGHT TIME	ANY EMPLOYEE NOTIFIED BY THE EMPLOYER THAT THEY ARE ON-CALL AND SUBJECT TO BEING CALLED BACK TO HIS/HER PLACE OF WORK, OR SITE AWAY FROM HIS/HER HOME AND RESPONDS WITHOUT RETURNING TO WORK (I.E. TELEPHONE) WHEN CONTACTED SHALL BE PAID FOR ACTUAL HOURS WORKED AND SHALL BE GUARANTEED A MINIMUM ONE (1) HOUR OF COMPENSATION PER OCCURRENCE EXCEPT FOR SUBSEQUENT OCCURRENCES WITHIN THE ONE (1) HOUR MINIMUM. THE ACTUAL NUMBER OF HOURS RESPONDING SHOULD BE ENTERED. THIS PAY IS IN ADDITION TO ONCAL - ON-CALL (RCALL). THIS IS PAID AT STRAIGHT TIME.
37	OTIME	OVERTIME 1.5 PT & TEMP	PAY FOR HOURS WORKED BY "TEMPORARY EMPLOYEES" OVER 40 PER WEEK. THE RATE IS AT TIME AND ONE-HALF AND IS VALID FOR ALL EXCEPT ACADEMIC AND UNCLASSIFIED EMPLOYEES.
38	OTM18	OVERTIME 1.5 PERM 40 HR	PAY FOR HOURS WORKED BY "PERMANENT EMPLOYEES" OVER 40 HOURS PER WEEK. THE RATE IS AT TIME AND ONE-HALF AND IS VALID FOR ALL EXCEPT ACADEMIC AND UNCLASSIFIED EMPLOYEES.
39	RCALL	ON-CALL @ ¼ HOUR STRAIGHT TIME	ANY EMPLOYEE NOTIFIED BY THE EMPLOYER THAT THEY ARE ON-CALL AND SUBJECT TO BEING CALLED BACK TO HIS/HER PLACE OF WORK, OR SITE AWAY FROM HIS/HER HOME. THE ACTUAL NUMBER OF HOURS ON ON-CALL SHOULD BE ENTERED. THE RATE IS AT ONE-QUARTER (ONE HOUR OF PAY FOR EVERY FOUR HOURS ON-CALL STATUS). THIS IS PAID AT STRAIGHT TIME.
40	REGLR	REGULAR PAY	PAY FOR THE STANDARD WORK-WEEK. VALID FOR ALL EMPLOYEES.
41	SHFT3	THIRD SHIFT DIFFERENTIAL	PAY FOR WORK COMMENCING ANY TIME AT/OR AFTER 7:00 P.M. OR BEFORE 3:00 A.M. WILL BE CALCULATED AT SHIFT DIFFERENTIAL RATE (\$.75).

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42	SHIFT	SECOND SHIFT DIFFERENTIAL	PAY FOR "OVERTIME" WORKED COMMENCING ANY TIME AT/OR AFTER 2:00 P.M. OR BEFORE 7:00 P.M. WILL BE CALCULATED AT TIME AND ONE-HALF WITH SHIFT DIFFERENTIAL RATE (\$.60).
43	SICBU	SICK BENEVOLENT USER	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK DUE TO PERSONAL ILLNESS AND CHARGES IT TO SICK LEAVE ACCRUED AS PART OF THE SUPPLEMENTAL SICK LEAVE PROGRAM. USED BY AUTHORIZED EMPLOYEES ONLY. USAGE OF THIS LEAVE WILL BE INCLUDED IN CALCULATING FISCAL YEAR BONUS.
44	SICKB	SICK LEAVE BEREAVEMENT USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK FOR BEREAVEMENT AND CHARGES IT TO BEREAVEMENT LEAVE. DECREASES THE EMPLOYEE'S TOTAL SICK LEAVE BALANCE. NOT CHARGED AGAINST BONUS LEAVE ACCRUAL.
45	SICKD	SICK DEPENDENT LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK TO CARE FOR A SICK DEPENDENT AND CHARGES IT TO DEPENDENT CARE LEAVE. DECREASES THE EMPLOYEE'S TOTAL SICK LEAVE BALANCE. EMPLOYEES MAY USE UP TO 5 DAYS PER FISCAL YEAR.
46	SICKM	SICK ADDITIONAL DEP LEAVE FMLA	IN ADDITION TO THE FIVE SICK DEPENDANT DAYS AUTHORIZED EMPLOYEES MAY UTILIZE UP TO 15 DAYS OF SICK LEAVE FOR THE PURPOSE OF PROVIDING CARE TO AN ILL OR INJURED FAMILY MEMBER WHO HAS AN FMLA-QUALIFIED ILLNESS OF INJURY. THIS LEAVE SHALL BE COUNTED AS PART OF THE EMPLOYEE'S FMLA LEAVE ENTITLEMENT.
47	SICKP	SICK LEAVE PERSONAL	ACADEMIC EMPLOYEES ON THE 180 OR 216 SCHEDULE SHALL RECEIVE AN ADDITIONAL PERSONAL DAY ANNUALLY TO OFFSET THE REDUCTION IN THE NUMBER OF FLOATING HOLIDAYS FROM THREE (3) OR TWO (2) DAYS PER YEAR. A FISCAL YEAR (FY) PERSONAL DAY SHALL BE ACCRUED ON JULY 1 OF EACH FISCAL YEAR. FY PERSONAL DAYS ACCRUED UNDER THIS PROVISION MUST BE REQUESTED IN WHOLE DAYS AND USED WITHIN THE FISCAL YEAR IN WHICH IS WAS ACCRUED. FY PERSONAL DAYS SHALL NOT BE DECUTED FROM ANY OTHER LEAVE ACCRUAL.
48	SICKS	SICK LEAVE USAGE	USED WHEN AN EMPLOYEE TAKES TIME OFF WORK DUE TO PERSONAL ILLNESS AND CHARGES IT TO SICK LEAVE. DECREASES THE EMPLOYEE'S TOTAL SICK LEAVE BALANCE.
49	STDBY	STAND-BY PAY @ STRAIGHT TIME	PAY FOR HOURS ON STAND-BY. THESE HOURS ARE RESTRICTED TO BEING IMMEDIATELY AVAILABLE FOR RETURN TO DUTY; THE HOURS ARE PAID AT A STRAIGHT HOUR FOR HOUR BASIS. ONLY THE EMPLOYER CAN PLACE AN EMPLOYEE ON STANDBY. VALID FOR ALL EXCEPT ACADEMIC, NON-CLASSIFIED, AND UNCLASSIFIED EMPLOYEES.

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50	STIME	OVERTIME @ STRAIGHT PT \$ TEMP	OVERTIME AT STRAIGHT TIME. THIS WOULD BE USED BY "TEMPORARY EMPLOYEES" WHOSE NORMAL WORK WEEK IS 37.5 HOURS FOR THE 2.5 HOURS BEFORE 40 HOURS WHICH WOULD THEN BE ELIGIBLE FOR TIME AND ONE-HALF.
51	STM18	OVERTIME STRAIGHT PERM	OVERTIME AT STRAIGHT TIME. THIS WOULD BE USED BY "PERMANENT EMPLOYEES" WHOSE NORMAL WORK WEEK IS 37.5 HOURS FOR THE 2.5 HOURS BEFORE 40 HOURS WHICH WOULD THEN BE ELIGIBLE FOR TIME AND ONE-HALF.
52	SWPB	SUSPENSTION WITH PAY & BENEFITS	USED WHEN AN EMPLOYEE IS UNDER SUSPENSION AND WILL RECEIVE PAY AND BENEFITS.
53	UADLV	UNION ADMINISTRATIVE LEAVE	LEAVE USED FOR TIME SPENT ON UNION PRESIDENT'S LEAVE, UNION QUADRENNIAL CONVENTION, UNION MASTER COLLECTIVE BARGAINING/NEGOTIATIONS, UNION SUB-UNIT COLLECTIVE BARGAINING/NEGOTIATIONS, UNION BOARD OF DIRECTORS LEAVE, UNION STEWARD WORK TIME, UNION STEWARD TRAINING, UNION/STATE LABOR MANAGEMENT COMMITTEE, AND UNION/STATE HEALTH BENEFITS COMMITTEE AS ALLOWED PER COLLECTIVE BARGAINING AGREEMENTS.
54	WCAN	WORKERS COMP ANNUAL LEAVE	PAY USING ANNUAL LEAVE, FOR THE REMAINING HOURS REQUIRED TO ACHIEVE AN EMPLOYEE'S FULL SALARY DURING A WORKER'S COMPENSATED ABSENCE. THIS PAY IS TAXED AT THE NORMAL RATE. VALID FOR ALL EMPLOYEES ON WORKER'S COMPENSATION WITH AN ANNUAL LEAVE BALANCE.
55	WCBU	WORKERS COMP SICK BENEVOLENT USAGE	PAY USING SICK BENEVOLENT LEAVE, FOR THE REMAINING HOURS REQUIRED TO ACHIEVE AN EMPLOYEE'S FULL SALARY DURING A WORKER'S COMPENSATED ABSENCE. THIS PAY IS TAXED AT THE NORMAL RATE. VALID FOR ALL EMPLOYEES ON WORKER'S COMPENSATION WITH A SICK BENEVOLENT LEAVE BALANCE.
56	WCCM	WORKERS COMP COMPENSATORY TIME	PAY USING COMPENSATORY TIME, FOR THE REMAINING HOURS REQUIRED TO ACHIEVE AN EMPLOYEE'S FULL SALARY DURING A WORKER'S COMPENSATED ABSENCE. THIS PAY IS TAXED AT THE NORMAL RATE. VALID FOR ALL EMPLOYEES ON WORKER'S COMPENSATION WITH A COMPENSATORY TIME BALANCE.
57	WCFB	WORKERS COMP FISCAL YEAR BONUS	PAY USING FISCAL YEAR BONUS, FOR THE REMAINING HOURS REQUIRED TO ACHIEVE AN EMPLOYEE'S FULL SALARY DURING A WORKER'S COMPENSATED ABSENCE. THIS PAY IS TAXED AT THE NORMAL RATE. VALID FOR ALL EMPLOYEES ON WORKER'S COMPENSATION WITH A FISCAL YEAR BONUS OR GRANDFATHERED BONUS BALANCE.



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58	WCSS	WORKERS COMP SICK LEAVE USAGE	PAY USING SICK LEAVE USAGE, FOR THE REMAINING HOURS REQUIRED TO ACHIEVE AN EMPLOYEE'S FULL SALARY DURING A WORKER'S COMPENSATED ABSENCE. THIS PAY IS TAXED AT THE NORMAL RATE. VALID FOR ALL EMPLOYEES ON WORKER'S COMPENSATION WITH A SICK LEAVE BALANCE.
59	WKEND	INSTITUTIONAL WEEKEND DIFFERENTIAL	PAY FOR FULL-TIME AND PART-TIME INSTITUTIONAL EMPLOYEES WHO WORK ON A SHIFT WHICH COMMENCES ON A SATURDAY OR A SUNDAY SHALL RECEIVE A WEEKEND DIFFERENTIAL OF (\$1.00) FOR ALL HOURS WORKED ON THAT SHIFT.